

GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT

**THE MINIMUM WAGES ACT, 1948** - Revision of the minimum rates of wages in the employment in "Any Tanneries and Leather Manufacturing" in Part-I of the Schedule of the Minimum Wages Act, 1948- Final Notification – Orders – Issued.

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LABOUR EMPLOYMENT TRAINING & FACTORIES (Lab.II) DEPARTMENT

G.O.Ms.No. 38

Dated:31-03-2009.

Read the following:

1. G.O.Ms.No.93, Labour, Employment, Training and Factories (Lab.II) Department, dt.22.12.2000.
2. G.O.Rt.No.1451, Labour, Employment, Training & Factories (Lab.II) Department, dated. 5.7.2006.
3. From the Commissioner of Labour, Andhra Pradesh, Hyderabad, Lr.No.Q2/90/2006, dated 24.12.2008.

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ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended notification in the Extra-ordinary issue of the Andhra Pradesh Gazette in English, Telugu and Urdu languages of the State.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

BHANWAR LAL  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores purchase, Andhra Pradesh, Hyderabad for publication in the extra-ordinary issue of Andhra Pradesh Gazette and supply 20 copies to Government and 1000 copies to

the Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

All Collectors, through Commissioner of Labour, Andhra Pradesh, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhawan, New Delhi.

The Secretary to Government, Department of Labour and Employment, Government of Tamilnadu, Chennai.

The Law (B) Department.

Sf/Sc.

//FORWARDED :: BY ORDER//

SECTION OFFICER

### **FINAL NOTIFICATION**

In exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and of all other powers hereunto enabling and after having consulted the State Minimum Wages Advisory Board, the Governor of Andhra Pradesh hereby revises the minimum rates of wages which shall consist of basic wage as specified in column (3) of the Schedule appended to this notification as payable to each category employees specified in the corresponding entry in column (2) thereof and employed in the employment in "Any Tanneries and Leather Manufacturing" included in Part-I of the Schedule to the Minimum Wages Act, 1948 in the State of Andhra Pradesh as the same having been previously notified vide G.O.Rt.No.1451, Labour, Employment, Training and Factories (Lab.II) Department, dated the 5<sup>th</sup> July, 2006 and published in the Andhra Pradesh Gazette No.415, Part-I Extra-ordinary dated the 22<sup>nd</sup> July, 2006 as required by clause (b) of sub-section (1) of section 5 of the said Act.

2. The minimum rates of wages so fixed shall come into force with effect from the date of publication of this notification in the Andhra Pradesh Gazette.

SCHEDULE					
NAME OF THE EMPLOYMENT: ANY TANNERIES AND LEATHER MANUFACTURING					
Sl. No	Name of the Category			Basic Wage (Rs)	
(1)	(2)			(3)	
		UNIT OF WORK			
		GOAT SKIN	SHEEP SKIN		
1	Soaking	200	200	111.00	
2	Bandam (Painting)	200	200	111.00	
3	Mudicar (Unhairing)	150	150	111.00	
4	Challa (Fleshing)	60	60	111.00	
5	Madchal (Scudding)	12	16	111.00	
		(6 Scudding & 6 Fleshing)	(8 Scudding & 8 Fleshing)		
6	Aurkam (First Beaming)	60	80	111.00	
7	Pattaship (Second Bearing).	100	100	111.00	
8	Kadakship (Myrobing)	100	100	111.00	
9	Tolship (Oiling)	100	100	111.00	
10	Ghota (Hand Setting)	100	100	111.00	
11	Trimmer	50	50	111.00	
12	Round cutting	100	100	111.00	
13	Chouka (Bicking of wood)	100	100	111.00	
II. MINIMUM WAGES FOR WORKERS EMPLOYED IN TANNERIES PRODUCTING BUFFALLOW/COW AND CALF HIDES THROUGHOUT ANDHRA PRADESH					
Sl. No.	Name of the Category			Basic Wage (Rs)	
(1)	(2)			(3)	
		Buffalow	Cow Hide	Calf Hide	
1	Soaking	25 (Weighing 410 Kgs to 455 Kgs)	50 (Weighing 410 Kgs to 455 Kgs)	100 (Weighing 410 Kgs to 455 Kgs)	111.00
2	Dehairing	20 8 1/3 (100 to 12 Uts)	40 16 1/3 (100 to 6 Uts)	80 33 1/3 (100 to 3 Uts)	111.00
3	Fleshing				111.00
4	Challa (Shaving or Mudikar Fleshing)	5	10	20	111.00
5	Charke	11 ¼	25	50	111.00
6	Pattaships (Second)	11 2/7	28 ½	57	111.00
7	Murkul (Squessing Beaming)	33 1/3	66 2/3		111.00
8	First Myrobolan	14 2/7	28 ¼	57	111.00
9	Second Myrobolan	14 2/7	28 ¼	57	111.00
10	Talship (Oiling)	10 ¼	21	42	111.00
11	Augatla	25	50	100	111.00

12	Ghota (Shipping of Glazing or Thana Hand setting)	6	10	20	111.00
13	Trimming	50	100	200	111.00
14	Linning (Handling)	8(Pits 1 Ut each unit containing 25 Bufallow Hides)	8(Pits 1 Ut each unit containing 50-40 Cow Hides)	8(Pits 1 Ut each unit containing 50-40 Calf Hides)	111.00
15	Bark Pits	-do-	-do-	-do-	111.00
16	Myrobolan Pits	-do-	-do-	-do-	111.00
17	Bunding	-do-	-do-	-do-	111.00
18	Unhairing	---	---	---	111.00
19	Round cutting	---	---	---	111.00
20	Chowka (Picking of-wool)	---	---	---	111.00

Sl.No.	Name of the Category	Basic Wage (Rs.)
(1)	(2)	(3)
1	Manager	9000.00
2	Assistant Manager/ Executive.	8090.00
3	General Foreman/ Electrical Engineer/ Civil Engineer/ Technician.	7416.00
4	Foreman	6509.00
5	Security Officer	6053.00
6	Assistant Foreman/ Sorter	5818.00
7	Senior Supervisor/ Supervisor Grade-A	5600.00
8	Accountant/ Superintendent/ Senior Sales Assistant.	5363.00
9	Senior Assistant/ Supervisor Grade-B	4910.00
10	Senior Dock Runner/ Boiler Operator	4690.00
11	Electrician/ Machine Operator/ General Operator/ Welder/ Store Keeper	4454.00
12	Supervisor Grade-C/ Clerk/ Computer Operator/ Fitter.	4001.00
13	Maistries	3781.00
14	Trainee Supervisor/ Watchman/ Misc.workers/Office Boy/ Helper/ Attender/ Sweeper/ Scavenger/ Cart man.	3455.00

## **COST OF LIVING ALLOWANCE**

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the industrial workers at 508 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1<sup>st</sup> April and 1<sup>st</sup> October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. For any rise in cost of price index over and above 508 points the Cost of Living Allowance shall be paid as specified below:-

1	For all monthly paid workers	Rs.6.80 per point per month
2	For all Piece and dally rate workers	Rs.0.26 paise per point per day

### **NOTE:-**

1. One unit of work is to be guaranteed to every worker every day subject to minimum of Rs.3455/- per month.
2. For 1<sup>st</sup> unit to work Rs.111/- payable and every extra unit of work Rs.76/- shall have to be paid.
3. If any categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, being the same and similar category of work in this employment.
4. Where piece rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wage fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
5. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
6. Where the nature of work is the same, no discrimination on the payment of minimum rates of wages should be made in respect of male and female workers.
7. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.

BHANWAR LAL  
PRINCIPAL SECRETARY TO GOVERNMENT